

Deck Leader - Training Opportunity (Various Shifts and Locations) - 1898

Close Date

April 10, 2026

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

Let's make Kamloops shine! Join our team today.

Position Overview

Dive into your next big opportunity!

The City of Kamloops is looking for an energetic and motivated **Deck Leader – Training Opportunity** to help lead our awesome team of lifeguards and bring our aquatic programs to life. If you love being active, thrive in a team environment, and care deeply about safety, this could be the perfect fit.

As a **Deck Leader**, you're not just supervising the pool, you're setting the vibe. You'll guide and support your team, keep safety front and centre, and help create a fun, welcoming experience for everyone who walks onto the deck. From coordinating programs to keeping operations running smoothly, your leadership will make a real impact every single day.

We're all about teamwork, respect, and creating a positive workplace where people feel supported and appreciated. You'll have the opportunity to take initiative, share ideas, and help shape how things run.

Plus, with flexible shifts, this role works great around school or other commitments. If you're a certified Water Safety Instructor who's ready to lead, inspire, and keep things safe while having fun, we'd love to hear from you!

This position is open to both internal and external candidates.

****Riverside Park Beach Notes:**

- River opening/closing dates are subject to conditions (weather and water level).
- Hours and location of shift may be altered in the case of adjusted seasonal opening/closing dates.
- The employer will guarantee 4 hours/scheduled day at an alternate Aquatic facility opening/closing operational dates change.
- Successful applicant must have the ability to work at other City of Kamloops Aquatic facilities.
- **Required qualifications to work at Riverside Park Beach differ from other City of Kamloops Aquatic facilities.**

Riverside Park Beach

Shift Name	Jun 1-26	Jun 27-approx. Aug 9
DL-RPB1	NO HOURS	Thu-Mon 12:45pm-5:45pm Fri-Sun 11:45am-6:15pm
DL-RPB2	Mon-Fri 8:30am-4:30pm	29.5hr Tue-Thu 12:45pm-5:45pm Alternate DL on Thursdays
- must have a valid Class 5 Driver's License	Report to CGP for Mon-Fri, will be required to drive to other operational locations on these days.	Mon-Fri 8:30am-4:30pm Report to CGP for Mon-Fri, will be required to drive to other operational locations on these days.
	16hr	31hr

The successful candidate must have the following qualifications: (Riverside Park Beach)

1. Completion of senior secondary school or its equivalent.
2. Minimum age of 17 years old.
3. Current Lifesaving Society Swim Instructor Certificate.
4. Current National Lifeguard (NL) Award - Pool Option.
5. Current Basic First Aid Certificate.
6. Minimum one year's (equivalent to 1,200 hours) previous experience as a Lifeguard or equivalent.
7. Ability to obtain Current Lifesaving Instructor (LSI) Certificate and Pool Operator Certificate Level I by the end of training term.
8. Successful completion of the River Fitness Standard (100m run, 100m head up swim, 100m victim tow within 6 minutes)

Cananda Games Pool

Shift Name	Jun 1-26	Jun27-Aug 21
DLC3	Fri-Sat, 6:00am-2:00pm Sun 6:30am-2:30pm	Fri-Sat, 6:00am-2:00pm Sun 6:30am-2:30pm
	24hr	24hr

Westsyde Pool

Shift Name	Jun 1-26	Jun 27-Aug 21	Aug 22-Sep 6
WDL3	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm)	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm)	Fri *3:00pm-9:30pm (*1:30pm-3:00pm) Sat-Sun 9:45am-4:45*pm (*4:45pm-5:45pm)
	20.5hr	20.5hr	20.5hr

Please see below notes:

If an * in-front of hours (ex. Fri *3:00pm-9:30pm (*1:30pm-3:00pm)) on the schedule it indicates the times employees need to be available if called in on short notice. This is not a scheduled shift, but employees must be available to work during these times if needed.

Brock Pool

Shift Name	Jun 1-26	Jun 27-Aug 23	Aug 24-Sep 6
DL-BP1	Mon-Thu 8:30am-1:30p* (*1:00pm-3:30pm) Fri *3:30pm-8:30pm (*12:30pm-3:30pm) Life 1 on Fridays	Mon-Thu 6:30am-2:30pm Fri 6:30am-11:00am* (*11:00am-1:00pm)	Mon-Thu 8:00am-2:30pm
	25hr	36.5hr	26hr
DL-BP2	Mon-Fri *3:00pm-8:30pm (*12:30pm-3:00pm)	Mon-Fri 12:30pm-8:30pm	Mon-Thu 12:30pm-6:30pm Fri 12:30pm-6:30pm
	27.5hr	40hr	29hr
DL-BP3	Fri *3:30pm-8:00pm (*1:00pm-3:30pm) Alternate DL on Fridays Sat-Sun 1:30pm-8:30pm	Fri 12:30-8:30p Alternate DL on Fridays Sat-Sun 1:30pm-8:30pm	Fri 1:00pm-6:00pm Alternate DL on Fridays Sat-Sun 1:30pm-6:30pm
	18.5hr	22hr	16hr

Please see below notes:

If an * in-front of hours (ex. Fri *3:00pm-9:30pm (*1:30pm-3:00pm)) on the schedule it indicates the times employees need to be available if called in on short notice. This is not a scheduled shift, but employees must be available to work during these times if needed.

On days when more than one Deck Leader is scheduled to work, only one employee is assigned the Deck Leader role and paid at the Deck Leader rate. Other Deck Leaders on shift will be paid at the standard Lifeguard rate.

The successful candidate must have the following qualifications: (Canada Games Pool, Westsyde Pool, Brock Pool)

1. Completion of senior secondary school or its equivalent.
2. Minimum age of 17 years old.
3. Current Lifesaving Society Swim Instructor Certificate.
4. Current National Lifeguard (NL) Award - Pool Option.
5. Current Basic First Aid Certificate.
6. Minimum one year's (equivalent to 1,200 hours) previous experience as a Lifeguard or equivalent.

7. Ability to obtain Lifesaving Instructor (LSI) Certificate and Pool Operator Certificate Level I by the end of the training term.

Orientation and training dates: May 7 & 14, July 9. Deck Leaders must be available for training on Thursdays

We currently have opportunities available at Brock, WestSyde, Canada Games Pool, and Riverside Park Beach. You are welcome to apply for more than one location, and shifts will be awarded in order of seniority

For further information on the Deck Leader position, please see the attached job description for the fully qualified position. For further information on the details around the training opportunity please see the attached terms and conditions. This position will only be filled if we are unable to fill the fully qualified Deck Leader competition 1897 posting.

Awarding of Training Opportunity:

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of three training opportunities within the Department.

On-the-Job Experience and Training:

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Deck leader. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position but will be a maximum of two years.

Pay Rate:

The successful applicant for this training opportunity will receive a starting pay rate at Pay Grade 8 (outside) of \$34.872 per hour. Upon successful completion of the training opportunity, obtaining the Lifesaving Instructor (LSI) Certificate, Pool Operator Certificate Level I and minimum one year's (equivalent to 1,500 hours) previous experience as a Lifeguard or equivalent, the incumbent will move to a Pay Grade 9 (outside), \$35.591 per hour, as a fully qualified Deck Leader.

Probationary Period:

The probationary period for this position will be 6 months or the completion of the training opportunity.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. Refer to Articles 19(g) and (h) in the City of Kamloops/CUPE 900 Collective Agreement regarding Benefit Allowance and Eligibility. This is a Cupe Local 900 position. Please note, more than one may be hired.

Hourly Rate

\$ 34.872

Hours & Days of Work

Please Shift information.

Hours per Week

Various.

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email hr@kamloops.ca or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at kamloops.ca/careers.

Lifeguards

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: LIFEGUARDS

Lifeguards for the purpose of this Letter of Understanding include Lifeguards, Deck Leaders and Aquatic Coordinators unless the classification is specifically stated.

1. Bid Meeting for Temporary Schedules

- a) The meeting will only be open to all current Lifeguards. Those unable to attend may indicate their choice of shifts by submitting a list of shifts (in order of preference) in writing and through another individual designated to represent them at the bid meeting.
- b) If a Lifeguard's seniority warrants an available shift, he/she must take a minimum number of shifts whereby he/she is working eight (8) or more hours a week (Saturday to Friday).
- c) Shifts left vacant after the bid meeting will be open to the Bargaining Unit. There shall be a minimum of two (2) bid meetings per year for the temporary schedule shifts.

2. Bid Meetings for Permanent Shift Vacancies

- a) The bid meeting will be open to all qualified members of the Bargaining Unit. Lifeguards who are awarded lifeguard permanent shifts cannot drop those shifts to pick up temporary shifts off the temporary lifeguard schedules, with the exception of 2(b).
- b) Permanent lifeguard shift holders shall have the opportunity to bid into lifeguard summer shifts from June to August. Should the employee decide to vacate his/her permanent shift for a lifeguard summer shift, three (3) weeks' written notice must be given prior to the bid meetings. When the summer shift ends, the incumbent will revert back to his/her permanent shift. Should an employee not give three weeks' written notice, and chooses to bid into a lifeguard summer shift, he/she shall forfeit his/her permanent lifeguard shift, with the exception of 2(d).
- c) Should an employee holding a permanent lifeguard shift decide to bid on shifts from the lifeguard temporary schedules between September and May, he/she shall forfeit his/her permanent shift, with the exception of 2(d).

- d) An employee holding a permanent lifeguard shift may vacate and return to that shift if he/she bids into a permanent, benefit-entitled lifeguard shift that has been posted on a temporary relief basis.
- e) All positions to be offered at bid meetings will be posted in accordance with Article 10(a) of the Collective Agreement. The posting will also include the following:
 - i. Shift that has been vacated.
 - ii. The date and time of the bid meeting.
 - iii. Indication that other shifts may become available for bid.

3. Schedule Revisions (due to statutory holidays and special programming)

- a) Special programming - revised schedule hours will be offered to the employees already scheduled to work at that facility on that day.
- b) Statutory holidays - holiday hours will be offered in order of seniority. An Aquatic Coordinator or Deck Leader from the facility will be given priority to be scheduled to work that day.

In both cases above, shifts will be offered in order of seniority and should not exceed forty (40) hours in a week or eight (8) hours in a day. Statutory holiday scheduling is given priority over special programming scheduling when both occur on the same day.

4. Schedule and Call-Out Availability

- a) Employees who do not have a scheduled Lifeguard shift must be available for four (4) mandatory availability blocks each week for call-outs and scheduling. Employees scheduled with a Lifeguard shift that is less than eight (8) hours must be available for two (2) mandatory availability blocks each week for call-outs and scheduling. An employee is permitted to commit to more than one (1) mandatory block per day.

Days of the Week	Availability Blocks	
Monday	5:30 a.m. to 3:00 p.m.	3:00 p.m. – 11:30 p.m.
Tuesday	5:30 a.m. to 3:00 p.m.	3:00 p.m. – 11:30 p.m.
Wednesday	5:30 a.m. to 3:00 p.m.	3:00 p.m. – 11:30 p.m.
Thursday	5:30 a.m. to 3:00 p.m.	3:00 p.m. – 11:30 p.m.
Friday	5:30 a.m. to 3:00 p.m.	3:00 p.m. – 11:30 p.m.
Saturday	6:00 a.m. to 4:00 p.m.	1:00 p.m. – 10:30 p.m.
Sunday	6:00 a.m. to 4:00 p.m.	1:00 p.m. – 10:30 p.m.

- b) The number and combination of the above time blocks that are available at the bid meeting will vary based upon operational needs from season to season.

- c) Lifeguards may indicate any additional availability with any combination of days or hours. For on call purposes, Lifeguards may revise their additional availability with 24 hours notice before the additional availability time begins, unless they are already scheduled to work during that time.
- d) Additional availability, in order of seniority will always be given first consideration followed by mandatory availability, in order of seniority. Employees are permitted to submit additional availability during those days/times that they hold mandatory availability blocks.
- e) Lifeguards working in a scheduled shift in another City position which would prevent them from meeting these requirements must inform management immediately.

5. Shift Call-Outs or Shift Coverage for Vacation, Sick Relief and Extra Staffing Requirements

- a) Shifts will be offered as a whole in order of seniority except in the event that a whole shift cannot be covered by one individual, the shift will be divided and offered by seniority.
- b) If a lesson is covered by more than one Lifeguard as relief, priority will be given to the Lifeguard who has covered the lessons more, or if equal, by seniority.
- c) To request time off unexpectedly (due to illness or emergency) from a scheduled shift **or** selected availability time block, Lifeguards must phone within the time periods defined below. If unable to call during the designated time periods due to extenuating circumstances, employees must inform management (or appointed supervisor) immediately or as soon as reasonably possible. Lifeguards should also expect to be called in for work in the time periods shown:

Days of the Week	For Shifts Starting After These Times	Employee Call-In Times	Shift Call-Out Times
Monday to Friday	5:30 a.m.	Prior to 7:00 p.m. night before	7:00 p.m. to 9:00 p.m.
Monday to Friday	2:30 p.m.	Prior to 8:00 a.m. that day	8:00 a.m. to 10:00 a.m.
Saturday & Sunday	6:00 a.m.	Prior to 7:00 p.m. night before	7:00 p.m. to 9:00 p.m.
Saturday & Sunday	1:00 p.m.	Prior to 8:00 a.m. that day	8:00 a.m. to 10:00 a.m.

6. Vacation Entitlement

- a) Requests for general time off or changes to availability will be handled as per Article 16 (Vacation Entitlement) in the Collective Agreement or by written request to management a minimum three weeks prior to the desired time off.
- b) Vacation requests not per Article 16(f) will be restricted to missing a maximum of two lessons during any lesson set.
- c) Should a Lifeguard request holidays which coincide with lessons, the resulting shift allocation will be offered as a whole.

7. Staff Committee

A committee made up of at least one (1) manager, one (1) Human Resources staff member, two (2) Aquatics staff members and one (1) CUPE representative shall be established to provide feedback on employee issues related to the Letter of Understanding. The Committee will meet at minimum two (2) times a year for one hour, if there are agenda items provided one week in advance by any party. Times of the meeting will be arranged to coincide with the committee members' regular working schedules whenever possible. In any case, attendance at committee meetings will not incur overtime or result in payment of overtime to any other employees. Meetings may be unpaid if not within the committee members' regular working schedule.

These are the only variances from the Collective Agreement; all other terms and conditions of the Collective Agreement apply.

Original signed 1998 August 21
Updated and signed 2014 February 17
Renewed for the 2014-2018 Collective Agreement term

B. Lifeguards – Introductory Period Pay Rate

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: Lifeguards – Introductory Period Pay Rate

The City of Kamloops has the right to contract out work pursuant to Article 1(c) of the Collective Agreement. In exchange for the City of Kamloops not contracting out Lifeguards at this time, the Union agrees, on a without prejudice, without precedent basis, to the following:

1. All current Lifeguards (classified as "Lifeguard I") will be grand-parented and will receive all rights and privileges of the current Collective Agreement as amended from time to time, including all negotiated wage increases, and as modified by terms and conditions set out in this Letter of Understanding.
2. The wage rate will remain at Pay Grade 6 (Outside) for current Lifeguards, unless otherwise negotiated. Article 20 will not apply.
3. All current and new employees hired as a Lifeguard after the date of the signing of this Letter of Understanding will be classified as a "Lifeguard" and will be governed by the Collective Agreement as amended from time to time, and as modified by terms and conditions set out in this Letter of Understanding.
4. Lifeguards and Lifeguard Is will be treated as one classification for the purposes of on-call work and will be called in order of seniority.
5. Lifeguards will be paid at Pay Grade 1 (Outside) for the first 3,120 hours worked ("Introductory Period"). This rate is subject to all negotiated wage increases for that pay grade. Article 20 will not apply.
6. The accumulation of hours worked will not be affected by breaks in employment with the City or with the Aquatics Division.
7. Lifeguards who perform the duties of a higher classification in Aquatics (Deck Leader – Aquatics or Aquatics Coordinator or as an Aquatics Fitness Instructor) shall receive credit towards the Introductory Period for the hours worked in those higher classifications.
8. Lifeguards will not be eligible for shift differential. Article 19(e) will not apply.
9. A Lifeguard will be reclassified as a Lifeguard I after successfully completing the Introductory Period and will then be paid at Pay Grade 6 (Outside) or the current rate specified in Schedule A for a Lifeguard I. Probation and seniority as set out in the Collective Agreement shall not be impacted by the Introductory Period.
10. Current City employees, other than those who perform the duties of a higher classification in Aquatics (Deck-Leader – Aquatics or Aquatics Coordinator or Aquatics Fitness Instructor or as an Aquatics Fitness Instructor), who have previously worked as a Lifeguard I but who no longer hold that classification will not be given credit for any previous hours worked as a Lifeguard I if they choose to bid into a Lifeguard vacancy.

11. External applicants who have previously worked as a Lifeguard I with the City of Kamloops will be given credit for any hours worked as a Lifeguard I after January 1, 2017.
12. The Employer agrees to not exercise its rights under Article 1(c) in regards to Lifeguard work for the duration of the term of the Collective Agreement to commence in January 2019. The Employer reserves the right to contract out as per Article 1(c) at any time after the expiry of that Collective Agreement. The Union will retain all of its rights under Article 1(c) if the Employer chooses to exercise its rights at that time.
13. The parties agree that this Letter of Understanding shall not set a precedent, including, but not limited to, in any other City of Kamloops operations.

Signed this 22 day of January, 2019.

FOR CUPE LOCAL 900



CUPE NAME
1st Vice President

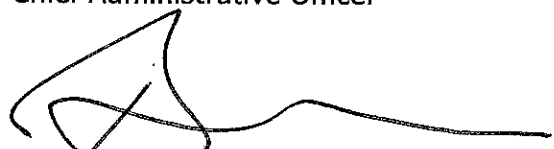


CUPE NAME
Unit Chair

FOR CITY OF KAMLOOPS



David Trawin
Chief Administrative Officer



Byron McCorkell
Community and Protective Services
Director

Aquatics Certifications

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: AQUATICS CERTIFICATIONS

The Employer agrees to pay wages and course fees (including required materials) for current Aquatics employees' certifications under the following conditions:

1. Training is related to obtaining certifications required for the employee's current job classification.
2. Training is City-sanctioned and delivered in City facilities (employees who choose to attend third party or non-sanctioned training will do so at their own expense and on their own time without pay).
3. Employee's award must be expiring within six months prior to the time of the training (known as re-certification period).
4. Employees must provide twenty-one (21) calendar days written notice to management in advance of the training date.
5. Training time will not occur overtime.
6. Shift times may be altered to accommodate training times, without loss of hours to the employee but also without incurring overtime.
7. Offer is limited to one (1) re-certification attempt per award within the re-certification period.
8. The Employer will post a list of employee certification/expiry dates by December 31 of each year. It is the employee's responsibility to ensure that the listed dates are consistent with their card dates. Card dates will prevail over listed dates.

In addition, the Employer agrees to provide OFA, NLS, WSI, LSI, and AED training a minimum of twice a year.

This agreement comes into effect January 1, 2012. The City will review this enhanced program throughout the term of the current Collective Agreement to determine its ongoing feasibility. The Union will be provided an opportunity to provide input into that review.

Signed September 21, 2011

Renewed for the 2019-2023 Collective Agreement term

Training Opportunity Terms & Conditions

The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item, date and sign at the bottom.

1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES

The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that they are completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

2. TRAINING TERMS

Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

3. ACCESS TO TRAINING

Employees will be allowed to access a maximum of three training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

4. EMPLOYEE COMMITMENTS

- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full-time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through their own actions will not be allowed access to any other training types in the future.

5. SENIORITY FOR TRAINEES

New employees hired for a training position will not obtain seniority during their probation period. If a trainee passes their probation period, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

6. LAYOFF AND RECALL FOR TRAINEES

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

7. TRAINEE PROBATIONARY PERIODS

The probationary period for employees in training opportunities will be six (6) months. As per Article 10(i), for existing employees, the trainee will be returned to their former position if they fail their probation. As per Article 10(d)(iii), the employment of externally hired employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

Employees with seniority, who have passed their probation period but do not fulfill the commitments of a training posting will forfeit the right to return to their former position but will be placed on an unpaid leave of absence and allowed to use their seniority for one year to bid on another position in the organization.

8. OVERTIME CALL OUT

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

Employee

Date